

Integrating Behavioral Health into Primary Care Education and Training at Cherokee Health Systems

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Primary Behavioral Health
INTEGRATED CARE
Training Academy

Cherokee Health Systems
A Federally Qualified Health Center and
Community Mental Health Center

Corporate Profile

Founded: 1960

Services:

Primary Care - Community Mental Health - Dental - School-Based Health

Locations:

45 clinical locations in 13 Tennessee Counties
Behavioral health outreach at numerous other sites including primary care clinics, schools and Head Start Centers

Number of Clients: 65,355 unduplicated individuals served - 26,917 Medicaid (TennCare)
New Patients: 15,472 Patient Services: 488,762

Number of Employees: 612

Provider Staff:

Psychologists - 48
Primary Care Physicians - 21
NP/PA (Primary Care) - 43

Master's level Clinicians - 61
Psychiatrists - 9
NP (Psych) - 8

Comm. Health Coordinators - 40
Pharmacists - 11
Dentists - 1

Primary Service Area



Strategic Emphases



- **Population-Based Care**
 - **Blended Behavioral and Primary Health Care**
- **Outreach to Underserved**
 - **Telehealth**
- **Training Healthcare Providers**
 - **Value-Based Contracting**
 - **Health Care Analytics**



Training at CHS

- 40 + year history of training health care professionals
- Area Health Education Center (AHEC)
- APA Accredited Psychology Internship Program
- APPIC member Post-Doctoral Fellowship
- APA Accredited School Psychology Consortium
- Training partnerships with 5 local academic institutions- Family Medicine, Nursing, Psychology, Social Work, Nutrition, Pharmacy
- National Training Academies for Integrated Care



“...leading the way to providing better health care and training better health professionals for the health needs of a 21st century America.”



Educational Health Centers:
Teaching and Learning in the Community
Examples of “Best Practice” Educational Health Center Sites

November 2015

- “Cherokee Health Systems is known across the country as being one the nation’s leading “best-practice” programs in the integration of behavioral health and primary care, and...for their ability to train health professionals for this 21st century, integrated, collaborative care model.”
- “Their trainees are practicing in underserved settings all across the country.”



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Behavioral Health In Primary Care Training

- Organized Around **Triple (Quadruple) Aim**
- Paradigm of Comprehensive “**Whole Person Care**”
- Attention to **Contextual and Social Determinants**
- Understanding Role of **Psychological and Behavioral** Factors



Behavioral Health In Primary Care Training

- Principles and Practices of **Behavior Change**
- Assessment and Treatment of **Mental Health and Substance Use Disorders**
- Individual and **Team** Based Competences
- **Inter-professional** Education



Best Practices: What has worked for CHS

- Training organized around developmental model of learning
- Clinical Immersion
- Didactic & interactive
- Mentorship and coaching
- Team based, multi-disciplinary teaching



Challenges and Barriers

- Most providers trained in silos
- Limited resources (time, money, space)
- Reimbursement limitations
- Opportunity cost
- Regulatory restrictions
- Training relationships dependent on interest and engagement of academic leadership
- Baseline of new trainee competencies often low and variable



Potential Solutions (a.k.a. our 'Wish List')

- Broaden Teaching Health Center concept to include integrated provider training
- Special funding consideration for training in FQHCs/CHCs
- Enhance and standardize core competencies for each level of training
- Build resources and support for teaching (for programs, preceptors, supervisors)
- Update regulations and accreditation requirements
- Separate provisions for FQHC billing for trainees



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